

SCHOOL BOARD OF UNION COUNTY

SALARY SCHEDULE

F.Y. 2018-2019

Revised Effective: 01/01/2019

**Adopted by Board
June 12, 2018**

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2018-2019 Instructional Salary Schedule

POSITION	BACHELORS BASE LEVEL	B+18 (Supplement)	MASTERS (Supplement)	SPECIALIST (Supplement)	DR (Supplement)	2018/19 SERVICE (Supplement)
A	\$ 35,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
B	\$ 35,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
C	\$ 35,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
D	\$ 35,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
E	\$ 35,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
F	\$ 36,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
G	\$ 36,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
H	\$ 36,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
I	\$ 36,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
J	\$ 36,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	
K	\$ 37,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
L	\$ 37,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
M	\$ 37,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
N	\$ 37,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
O	\$ 37,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
P	\$ 38,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
Q	\$ 38,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
R	\$ 38,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
S	\$ 38,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
T	\$ 38,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
U	\$ 39,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
V	\$ 39,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
W	\$ 39,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
X	\$ 39,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
Y	\$ 39,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
Z	\$ 40,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1A	\$ 40,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1B	\$ 40,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1C	\$ 40,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1D	\$ 40,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1E	\$ 41,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1F	\$ 41,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1G	\$ 41,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1H	\$ 41,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1I	\$ 41,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1J	\$ 42,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1K	\$ 42,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1L	\$ 42,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1M	\$ 42,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1N	\$ 42,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1O	\$ 43,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1P	\$ 43,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1Q	\$ 43,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00

POSITION	BACHELORS BASE LEVEL	B+18 (Supplement)	MASTERS (Supplement)	SPECIALIST (Supplement)	DR (Supplement)	2018/19 SERVICE (Supplement)
1R	\$ 43,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1S	\$ 43,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 500.00
1T	\$ 44,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1U	\$ 44,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1V	\$ 44,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1W	\$ 44,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1X	\$ 44,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1Y	\$ 45,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
1Z	\$ 45,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2A	\$ 45,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2B	\$ 45,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2C	\$ 45,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2D	\$ 46,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2E	\$ 46,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2F	\$ 46,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2G	\$ 46,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2H	\$ 46,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2I	\$ 47,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2J	\$ 47,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2K	\$ 47,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2L	\$ 47,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2M	\$ 47,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2N	\$ 48,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2O	\$ 48,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2P	\$ 48,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2Q	\$ 48,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2R	\$ 48,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2S	\$ 49,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2T	\$ 49,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2U	\$ 49,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2V	\$ 49,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2W	\$ 49,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2X	\$ 50,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2Y	\$ 50,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
2Z	\$ 50,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3A	\$ 50,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3B	\$ 50,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3C	\$ 51,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3D	\$ 51,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3E	\$ 51,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3F	\$ 51,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3G	\$ 51,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3H	\$ 52,050.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3I	\$ 52,250.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3J	\$ 52,450.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00

	BACHELORS	B+18	MASTERS	SPECIALIST	DR	2018/19 SERVICE
	BASE LEVEL	(Supplement)	(Supplement)	(Supplement)	(Supplement)	(Supplement)
3K	\$ 52,650.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3L	\$ 52,850.00	\$ 500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3M	\$ 53,050.00		\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3N	\$ 53,250.00		\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3O	\$ 53,450.00		\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3P	\$ 53,650.00		\$ 1,500.00	\$ 2,000.00	\$ 2,800.00	\$ 750.00
3Q	\$ 53,850.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3R	\$ 54,050.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3S	\$ 54,250.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3T	\$ 54,450.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3U	\$ 54,650.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3V	\$ 54,850.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00
3W	\$ 55,050.00			\$ 2,000.00	\$ 2,800.00	\$ 750.00

2018-2019 Instructional Salary Placement Schedule for All Instructional Staff

(NOTE: In District Instructional Staff 13/14 Contract Salary Amount used for 14/15 placement. All new hires placed according to years experience and salary schedule footnotes to determine base salary.)

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POSITION	POSITION	LEVEL BASE	Years Experience	Bachelors	Years Experience	B+18	Years Experience	Masters	Years Experience	Spec	Years Experience	DR
BEGINNING	A	\$ 35,050.00	0	\$ 35,050.00	0	\$ 35,550.00	0	\$ 36,550.00	0	\$ 37,050.00	0	\$ 37,850.00
1	B	\$ 35,250.00										
2	C	\$ 35,450.00										
3	D	\$ 35,650.00										
4	E	\$ 35,850.00	1	\$ 35,810.00	1	\$ 36,216.00	1	\$ 37,255.00	1	\$ 37,790.00	1	\$ 38,604.00
5	F	\$ 36,050.00	2	\$ 35,910.00			2	\$ 37,465.00				
			3	\$ 36,000.00								
6	G	\$ 36,250.00	4	\$ 36,055.00	2	\$ 36,685.00	3	\$ 37,565.00	2	\$ 38,250.00		
			5	\$ 36,140.00								
			6	\$ 36,220.00								
7	H	\$ 36,450.00	7	\$ 36,315.00	3	\$ 36,796.00	4	\$ 37,880.00	3	\$ 38,350.00		
					4	\$ 36,830.00						
					5	\$ 36,920.00						
8	I	\$ 36,650.00	8	\$ 36,530.00	6	\$ 37,000.00	5	\$ 37,955.00	4	\$ 38,650.00		
			9	\$ 36,630.00	7	\$ 37,100.00	6	\$ 38,035.00				
							7	\$ 38,135.00				
9	J	\$ 36,850.00	10	\$ 36,760.00	8	\$ 37,315.00	8	\$ 38,270.00	5	\$ 38,740.00		
									6	\$ 38,805.00		
10	K	\$ 37,050.00	11	\$ 36,928.00	9	\$ 37,405.00	9	\$ 38,500.00	7	\$ 38,930.00	2	\$ 39,700.00
					10	\$ 37,540.00					3	\$ 39,810.00
11	L	\$ 37,250.00			11	\$ 37,700.00						
12	M	\$ 37,450.00	12	\$ 37,420.00					8	\$ 39,340.00	4	\$ 40,120.00
											5	\$ 40,200.00
13	N	\$ 37,650.00					10	\$ 38,975.00			6	\$ 40,275.00
											7	\$ 40,385.00
14	O	\$ 37,850.00			12	\$ 38,270.00			9	\$ 39,845.00		
15	P	\$ 38,050.00	13	\$ 38,050.00							8	\$ 40,740.00
16	Q	\$ 38,250.00					11	\$ 39,590.00				
17	R	\$ 38,450.00			13	\$ 38,900.00			10	\$ 40,350.00	9	\$ 41,245.00
18	S	\$ 38,650.00										
19	T	\$ 38,850.00	14	\$ 38,825.00			12	\$ 40,215.00				
20	U	\$ 39,050.00							11	\$ 40,985.00	10	\$ 41,750.00
21	V	\$ 39,250.00			14	\$ 39,665.00						
22	W	\$ 39,450.00					13	\$ 40,860.00				
23	X	\$ 39,650.00							12	\$ 41,625.00	11	\$ 42,390.00
24	Y	\$ 39,850.00	15	\$ 39,655.00								
25	Z	\$ 40,050.00			15	\$ 40,490.00						
26	1A	\$ 40,250.00					14	\$ 41,625.00			12	\$ 43,035.00

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POSITION	POSITION	LEVEL BASE	Years Experience	Bachelors	Years Experience	8+18	Years Experience	Masters	Years Experience	Spec	Years Experience	DR
27	1B	\$ 40,450.00								13 \$ 42,260.00		
28	1C	\$ 40,650.00	16 \$	40,475.00								
29	1D	\$ 40,850.00			16 \$	41,320.00						
30	1E	\$ 41,050.00					15 \$	42,455.00	14 \$	43,020.00	13 \$	43,660.00
31	1F	\$ 41,250.00										
32	1G	\$ 41,450.00	17 \$	41,315.00								
33	1H	\$ 41,650.00			17 \$	42,150.00					14 \$	44,425.00
34	1I	\$ 41,850.00					16 \$	43,280.00	15 \$	43,850.00		
35	1J	\$ 42,050.00										
36	1K	\$ 42,250.00	18 \$	42,140.00								
37	1L	\$ 42,450.00									15 \$	45,250.00
38	1M	\$ 42,650.00			18 \$	42,975.00	17 \$	44,110.00				
39	1N	\$ 42,850.00							16 \$	44,670.00		
40	1O	\$ 43,050.00	19 \$	42,964.00								
41	1P	\$ 43,250.00										
42	1Q	\$ 43,450.00			19 \$	43,800.00	18 \$	44,935.00			16 \$	46,078.00
43	1R	\$ 43,650.00							17 \$	45,510.00		
44	1S	\$ 43,850.00	20 \$	43,795.00								
45	1T	\$ 44,050.00										
46	1U	\$ 44,250.00			20 \$	44,635.00					17 \$	46,908.00
47	1V	\$ 44,450.00					19 \$	45,770.00				
48	1W	\$ 44,650.00	21 \$	44,620.00					18 \$	46,540.00		
49	1X	\$ 44,850.00										
50	1Y	\$ 45,050.00			21 \$	45,455.00					18 \$	47,733.00
51	1Z	\$ 45,250.00					20 \$	46,589.00				
52	2A	\$ 45,450.00	22 \$	45,425.00					19 \$	47,370.00		
53	2B	\$ 45,650.00										
54	2C	\$ 45,850.00			22 \$	46,285.00					19 \$	48,556.00
55	2D	\$ 46,050.00					21 \$	47,420.00				
56	2E	\$ 46,250.00							20 \$	48,195.00		
57	2F	\$ 46,450.00	23 \$	46,270.00								
58	2G	\$ 46,650.00			23 \$	47,120.00					20 \$	49,380.00
59	2H	\$ 46,850.00					22 \$	48,240.00				
60	2I	\$ 47,050.00							21 \$	49,030.00		
61	2J	\$ 47,250.00	24 \$	47,230.00								
62	2K	\$ 47,450.00									21 \$	50,215.00
63	2L	\$ 47,650.00			24 \$	48,065.00	23 \$	49,060.00				
64	2M	\$ 47,850.00										
65	2N	\$ 48,050.00							22 \$	49,855.00		

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UNION COUNTY SCHOOL DISTRICT
2018- 2019 TEACHERS SUPPLEMENTAL SALARY SCHEDULE

<u>UNION COUNTY HIGH SCHOOL</u>	<u>0-1 YRS.</u>	<u>2-3 YRS.</u>	<u>4-5 YRS.</u>	<u>6-7 YRS.</u>	<u>8YRS+</u>
Athletic Director	3032	3184	3335	3487	3638
Varsity Football(defensive coord) 1	1000	1000	1000	1000	1000
Varsity Football(Special Teams) 1	700	700	700	700	700
Varsity Football(Equipmt. Rm.) 1	500	500	500	500	500
Varsity Football (Field setup) 1	300	300	300	300	300
Varsity Football (Video Recorder) 1	432	432	432	432	432
Head Varsity Football	3839	4031	4223	4415	4607
Asst. Varsity Football (5)	2222	2222	2222	2222	2222
Head JV Football	2222	2222	2222	2222	2222
Asst. JV Football / Asst. Varsity (1)	2222	2222	2222	2222	2222
Head Boys Varsity Basketball	2222	2333	2444	2555	2666
Boys JV Basketball	1718	1718	1718	1718	1718
Head Girls Basketball	2222	2333	2444	2555	2666
Asst. Boys Varsity Basketball	1718	1718	1718	1718	1718
Asst. Girls Basketball (2)	1718	1718	1718	1718	1718
Florida Future Educators of America	700	735	770	805	840
Head Varsity Baseball	2222	2333	2444	2555	2666
Asst. Varsity Baseball	1718	1718	1718	1718	1718
JV Baseball	1718	1718	1718	1718	1718
Head Softball	2222	2333	2444	2555	2666
Asst. Softball	1718	1718	1718	1718	1718
JV Softball	832	832	832	832	832
Head Track	1718	1804	1890	1976	2062
Asst. Track	909	909	909	909	909
Boys Weightlifting	1718	1804	1890	1976	2062
Asst. Boys Weightlifting	909	909	909	909	909
Girls Weightlifting	1718	1804	1890	1976	2062
Asst. Girls Weightlifting	909	909	909	909	909
Asst. Varsity Volleyball	1718	1718	1718	1718	1718
Volleyball	2222	2333	2444	2555	2666
Boys & Girls Tennis	1718	1804	1890	1976	2062
Golf	909	954	1000	1045	1091
Strength & Conditioning (All Sports)	2222	2222	2222	2222	2222
Jv volleyball	1718	1742	1825	1908	1991
Varsity Cheerleading	1212	1273	1333	1394	1454
JV Cheerleading	1212	1212	1212	1212	1212
High School Band	4446	4668	4891	5113	5335
High School Band Assistant	1400	1400	1400	1400	1400
Flag & Dance Instruction	1516	1516	1516	1516	1516
Choral / Drama Activities	800	800	800	800	800
FFA Senior Advisor (3)	3032	3184	3335	3487	3638
FBLA Advisor	1000	1050	1100	1150	1200
HOSA Advisor	600	630	660	690	720
Yearbook	700	735	770	805	840
Beta/National Honor Society	405	425	446	466	486
Student Council	400	420	440	460	480
Prom Sponsor	300	300	300	300	300
Graduation Sponsor	300	300	300	300	300
District Academic Coach	1400	1470	1540	1610	1680
Science Fair Coordinator	500	525	550	575	600
Black History Club	350	368	385	403	420
Academic Advisor	1700	1700	1700	1700	1700
F.C.A.	200	200	200	200	200
Team Leaders	150	150	150	150	150

2018-2019 TEACHERS SUPPLEMENTAL SALARY SCHEDULE

LAKE BUTLER MIDDLE SCHOOL	0-1 YRS.	2-3 YRS.	4-5 YRS.	6-7 YRS.	8YRS+
Athletic Director	1010	1061	1111	1162	1212
Head Football	2020	2121	2222	2323	2424
Asst. Football (3)	1516	1516	1516	1516	1516
Boys Basketball	1516	1592	1668	1743	1819
Girls Basketball	1516	1592	1668	1743	1819
Head Baseball	1516	1592	1668	1743	1819
Head Girls Softball	1516	1592	1668	1743	1819
Asst. Girls Softball	1010	1010	1010	1010	1010
Asst. Baseball	1010	1010	1010	1010	1010
Head Track	1010	1061	1111	1162	1212
Volleyball	1010	1061	1111	1162	1212
Cheerleading Sponsor (1)	1214	1214	1214	1214	1214
Band	2020	2121	2222	2323	2424
FFA Junior Advisor	3032	3184	3335	3487	3638
TSA Advisor	1010	1061	1111	1162	1212
Student Council	200	210	220	230	240
Yearbook (1)	600	630	660	690	720
Art Club	200	210	220	230	240
Beta Club	200	210	220	230	240
Science Fair Coordinator	250	263	275	288	300
F.C.A.	200	200	200	200	200
Team Leaders	150	150	150	150	150
LAKE BUTLER ELEMENTARY	0-1 YRS.	2-3 YRS.	4-5 YRS.	6-7 YRS.	8YRS+
Drama/Chorus (1)	800	800	800	800	800
Yearbook (2)	152	152	152	152	152
Team Leaders	150	150	150	150	150
DISTRICTWIDE	0-1 YRS.	2-3 YRS.	4-5 YRS.	6-7 YRS.	8YRS+
Peer Teacher	250	250	250	250	250
Teacher of Year (2)	250	250	250	250	250

Supplements will be indexed as follows:

0 - 1 Years in Supplement	1.00
2 - 3 Years in Supplement	1.05
4 - 5 Years in Supplement	1.10
6 - 7 Years in Supplement	1.15
8 Years or greater in Supplement	1.20

Additional Compensation for Competition Advancement:
(Limited to one area/event per supplement)

District Champion - Receive an additional 5% of supplement amount
 State Champion - Receive an additional 10% of supplement amount
 National Champion - Receive an additional 15% of supplement amount

In the event salary step increases are frozen this will include the supplemental scales.

UNION COUNTY SCHOOL BOARD
DIFFERENTIATED PAY SCALE
F.Y. 2018-2019

DESCRIPTION	PAY AMOUNT	
ADDITIONAL RESPONSIBILITIES		
AFTER SCHOOL TUTORING	HOURLY RATE	
SUMMER HOURS	HOURLY RATE	
THIRD GRADE CAMPOUT	\$400.00	
CRITICAL SHORTAGE		
ESE TEACHER	\$1,500.00	*
ADDITIONAL CERTIFICATION		
ESOL ENDORSEMENT (300 HOURS)	\$1,000.00	*
READING ENDORSEMENT	\$1,000.00	*
PRINCIPAL LEADERSHIP ACADEMY	\$2,000.00	*
RECRUITMENT/RETENTION		
MOVING EXPENSES	INDIVIDUAL BASIS	
PAYMENT FOR STAFF DEVELOPMENT	HOURLY /DAILY RATE	
DEMOGRAPHICS		
WORKING AT A "D" SCHOOL	\$500.00	
WORKING AT A "F" SCHOOL	\$500.00	
LEVEL OF JOB PERFORMANCE		
ACADEMY DIRECTOR SUPPLEMENT	\$500.00	

***SCHOOL ADMINISTRATORS WHO DEMONSTRATE OUTSTANDING PERFORMANCE (Respective School receives an "A" grade from FDOE.)
AS MEASURED UNDER 1012.22(1)(C)4, F.S. CAN EARN A 5% SUPPLEMENT, IN ADDITION TO INDIVIDUAL SALARY
SCHEDULE

FLORIDA STATUTE 1012.22(1) 5

* ONE-TIME BONUS NOT PART OF BASE PAY - Only
applicable to instructional staff employed in the district
and who obtain endorsement after employment.

ALL ITEMS DO NOT BECOME PART OF BASE PAY

UNION COUNTY SCHOOL DISTRICT
AIDE SALARY SCHEDULE
FISCAL YEAR 2018-19

STEP	DAYCARE	DAYCARE	TEACHER AIDE	TEACHER AIDE
	AIDE	AIDE	HEALTH SERVICES AIDE,	HEALTH SERVICES AIDE,
	196 DAYS / 8 HRS.	260 DAYS / 8 HRS.	MEDIA AIDE, CLERK-OTH	MEDIA AIDE, CLERK
	PAY GRADE 6	PAY GRADE 6	196 DAYS / 7.5 HRS. PAY GRADE 8	196 DAYS / 8 HRS. PAY GRADE 8
1	\$13,406	\$17,784	\$13,536	\$14,438
2	\$13,481	\$17,883	\$13,898	\$14,824
3	\$13,818	\$18,330	\$14,260	\$15,210
4	\$14,164	\$18,789	\$14,622	\$15,597
5	\$14,518	\$19,258	\$15,005	\$16,006
6	\$14,881	\$19,740	\$15,389	\$16,415
7	\$15,253	\$20,233	\$15,774	\$16,825
8	\$15,634	\$20,739	\$16,168	\$17,246
9	\$16,025	\$21,257	\$16,572	\$17,677
10	\$16,426	\$21,789	\$16,987	\$18,117
11	\$16,836	\$22,334	\$17,403	\$18,563
12	\$17,257	\$22,892	\$17,838	\$19,028
13	\$17,688	\$23,464	\$18,284	\$19,503
14	\$18,131	\$24,051	\$18,741	\$19,991
15	\$18,584	\$24,652	\$19,210	\$20,491
16	\$19,048	\$25,268	\$19,704	\$21,017
17	\$19,525	\$25,900	\$20,181	\$21,527
18	\$20,013	\$26,548	\$20,686	\$22,065
19	\$20,513	\$27,211	\$21,203	\$22,617
20	\$21,026	\$27,892	\$21,733	\$23,182
21	\$21,552	\$28,589	\$22,276	\$23,762
22	\$22,091	\$29,304	\$22,833	\$24,356
23	\$22,643	\$30,036	\$23,404	\$24,965
24	\$23,209	\$30,787	\$23,989	\$25,589
25	\$23,789	\$31,557	\$24,589	\$26,228

UNION COUNTY SCHOOL BOARD
DIFFERENTIATED PAY SCALE
F.Y. 2018-2019

DESCRIPTION	PAY AMOUNT	
ADDITIONAL RESPONSIBILITIES		
AFTER SCHOOL TUTORING	HOURLY RATE	
SUMMER HOURS	HOURLY RATE	
THIRD GRADE CAMPOUT	\$400.00	
CRITICAL SHORTAGE		
ESE TEACHER	\$1,500.00	*
ADDITIONAL CERTIFICATION		
ESOL ENDORSEMENT (300 HOURS)	\$1,000.00	*
READING ENDORSEMENT	\$1,000.00	*
PRINCIPAL LEADERSHIP ACADEMY	\$2,000.00	*
RECRUITMENT/RETENTION		
MOVING EXPENSES	INDIVIDUAL BASIS	
PAYMENT FOR STAFF DEVELOPMENT	HOURLY /DAILY RATE	
DEMOGRAPHICS		
WORKING AT A "D" SCHOOL	\$500.00	
WORKING AT A "F" SCHOOL	\$500.00	
LEVEL OF JOB PERFORMANCE		
ACADEMY DIRECTOR SUPPLEMENT	\$500.00	

***SCHOOL ADMINISTRATORS WHO DEMONSTRATE OUTSTANDING PERFORMANCE (Respective School receives an "A" grade from FDOE.)
AS MEASURED UNDER 1012.22(1)(C)4, F.S. CAN EARN A 5% SUPPLEMENT, IN ADDITION TO INDIVIDUAL SALARY
SCHEDULE
FLORIDA STATUTE 1012.22(1) 5

* ONE-TIME BONUS NOT PART OF BASE PAY - Only
applicable to instructional staff employed in the district
and who obtain endorsement after employment.
ALL ITEMS DO NOT BECOME PART OF BASE PAY

**UNION COUNTY SCHOOL BOARD
ADMINISTRATIVE SALARY SCHEDULE
F.Y. 2018-19**

- A LBES Assistant Principal / LBMS Assistant Principal**
- B UCHS Assistant Principal / Coordinator of Safety and Mental Health**
- C LBES Principal / LBMS Principal**
- D UCHS Principal**
- E Director of ESE and Student Services / Director of Curriculum and Accountability /
Director of Personnel and Secondary Education**
- F Director of Finance**

	**		**		**		**	
STEP	A		B		C		D	
1	51,576		54,155		56,721		62,691	
2	52,865		55,486		58,139		64,259	
3	54,187		56,873		59,592		65,865	
4	55,542		58,295		61,082		67,512	
5	56,931		59,752		62,609		69,199	
6	58,354		61,246		64,174		70,929	
7	59,813		62,777		65,778		72,703	
8	61,357		64,347		67,423		74,520	
9	62,891		65,955		69,108		76,383	
10	64,572		67,604		71,161		78,455	

* All positions are 12 month, 8 hour/day, 40 hrs/week, 260 days/year, 2080 hrs/year

** SCHOOL ADMINISTRATORS WHO DEMONSTRATE OUTSTANDING PERFORMANCE
AS MEASURED UNDER 1012.22(1)(C)4, F.S. CAN EARN A 5% SUPPLEMENT, IN ADDITION TO INDIVIDUAL SALARY
SCHEDULE

*** EMPLOYEES AT STEP 10 ONLY RECEIVE PER CENT INCREASE

**UNION COUNTY SCHOOL DISTRICT
CLERICAL SALARY SCHEDULE
FISCAL YEAR 2018-19**

STEP	RECEPTIONIST 196 / 7.5 HRS PAY GRADE 8	DATA ENTRY OPERATOR, SECRETARY II SCH. CLERK-ATT, SCH. CLERK-GUID PAY GRADE 10	SEC III, DC SPEC, BOOKEEPER I PAY GRADE 13	SECTY/ BOOKPR. BOOKEEPER II PAY GRADE 15	EXECUTIVE SECRETARY PAY GRADE 18
1	\$13,536	\$21,210	\$24,960	\$27,068	\$31,334
2	\$13,898	\$21,740	\$25,584	\$27,744	\$32,117
3	\$14,260	\$22,284	\$26,312	\$28,438	\$32,920
4	\$14,622	\$22,841	\$27,102	\$29,149	\$33,743
5	\$15,005	\$23,412	\$27,768	\$29,877	\$34,587
6	\$15,389	\$23,997	\$28,475	\$30,624	\$35,451
7	\$15,774	\$24,597	\$29,182	\$31,390	\$36,338
8	\$16,175	\$25,212	\$29,910	\$32,175	\$37,246
9	\$16,572	\$25,842	\$30,659	\$32,979	\$38,177
10	\$16,986	\$26,488	\$31,429	\$33,804	\$39,132
11	\$17,403	\$27,151	\$32,219	\$34,649	\$40,110
12	\$17,839	\$27,829	\$33,030	\$35,515	\$41,113
13	\$18,285	\$28,525	\$33,842	\$36,403	\$42,141
14	\$18,741	\$29,238	\$34,694	\$37,313	\$43,194
15	\$19,210	\$29,969	\$35,547	\$38,246	\$44,274
16	\$19,704	\$30,718	\$36,442	\$39,202	\$45,381
17	\$20,181	\$31,486	\$37,357	\$40,182	\$46,515
18	\$20,686	\$32,274	\$38,293	\$41,186	\$47,678
19	\$21,203	\$33,080	\$39,250	\$42,216	\$48,870
20	\$21,733	\$33,907	\$40,227	\$43,272	\$50,092
21	\$22,276	\$34,755	\$41,226	\$44,353	\$51,344
22	\$22,833	\$35,624	\$42,266	\$45,462	\$52,628
23	\$23,404	\$36,515	\$43,326	\$46,599	\$53,944
24	\$23,989	\$37,427	\$44,408	\$47,764	\$55,292
25	\$24,589	\$38,363	\$45,448	\$48,958	\$56,674

EMPLOYEES ON THIS SALARY SCHEDULE WORK 260 DAYS & 8 HOURS PER DAY EXCEPT RECEPTION

**UNION COUNTY SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULE
FISCAL YEAR 2018-19**

STEP	CUSTODIAN II	CUSTODIAN II
	(196 DAY-8 HOUR) PAY GRADE 6	(260 DAY-8 HOUR) PAY GRADE 6
1	\$13,406	\$17,784
2	\$13,481	\$17,883
3	\$13,818	\$18,330
4	\$14,164	\$18,789
5	\$14,518	\$19,258
6	\$14,881	\$19,740
7	\$15,253	\$20,233
8	\$15,634	\$20,739
9	\$16,025	\$21,257
10	\$16,426	\$21,789
11	\$16,836	\$22,334
12	\$17,257	\$22,892
13	\$17,688	\$23,464
14	\$18,131	\$24,051
15	\$18,584	\$24,652
16	\$19,048	\$25,268
17	\$19,525	\$25,900
18	\$20,013	\$26,548
19	\$20,513	\$27,211
20	\$21,026	\$27,892
21	\$21,552	\$28,589
22	\$22,091	\$29,304
23	\$22,643	\$30,036
24	\$23,209	\$30,787
25	\$23,789	\$31,557

ALL EMPLOYEES ON THIS SALARY SCHEDULE WORK 260 DAYS AND 8 HOURS PER DAY

**UNION COUNTY SCHOOL DISTRICT
DISTRICT LEVEL STAFF SALARY SCHEDULE
FISCAL YEAR 2018-19**

STEP	PAYROLL, PERSONNEL, TECHNOLOGY TECHNICIAN PAY GRADE 15		ACCTS. PAYABLE SPECIALIST PAY GRADE 18		INFORMATION SERVICES MANAGER, TECHNOLOGY SPECIALIST, ACCOUNTANT, BUDGET ANALYST PAY GRADE 24	
1	\$	27,068		\$31,334		\$42,028
2	\$	27,744		\$32,117		\$43,079
3	\$	28,438		\$32,920		\$44,155
4	\$	29,149		\$33,743		\$45,259
5	\$	29,877		\$34,587		\$46,391
6	\$	30,624		\$35,451		\$47,551
7	\$	31,390		\$36,338		\$48,739
8	\$	32,175		\$37,246		\$49,958
9	\$	32,979		\$38,177		\$51,207
10	\$	33,804		\$39,132		\$52,487
11	\$	34,649		\$40,110		\$53,799
12	\$	35,515		\$41,113		\$55,144
13	\$	36,403		\$42,141		\$56,523
14	\$	37,313		\$43,194		\$57,936
15	\$	38,246		\$44,274		\$59,384
16	\$	39,202		\$45,381		\$60,869
17	\$	40,182		\$46,515		\$62,391
18	\$	41,186		\$47,678		\$63,950
19	\$	42,216		\$48,870		\$65,549
20	\$	43,272		\$50,092		\$67,188
21	\$	44,353		\$51,344		\$68,868
22	\$	45,462		\$52,628		\$70,589
23	\$	46,599		\$53,944		\$72,354
24	\$	47,764		\$55,292		\$74,163
25	\$	48,958		\$56,674		\$76,017

ALL EMPLOYEES ON THIS SALARY SCHEDULE WORK 260 DAYS & 8 HOURS PI

**UNION COUNTY SCHOOL DISTRICT
FOOD SERVICE SALARY SCHEDULE
FISCAL YEAR 2018-19**

	FOOD SERVICE WORKER 184 DAYS - 8 HRS	ASSISTANT MANAGER 184 DAYS - 8 HRS	FOOD SERVICE MANAGER 184 DAYS / 8 HRS.	FOOD SERVICE SPECIALIST 260 DAYS / 8 HRS.
STEP	PAY GRADE 6	PAY GRADE 8	PAYGRADE 10	PAY GRADE 20
1	\$12,586	\$13,554	\$15,010	\$34,253
2	\$12,656	\$13,917	\$15,385	\$35,109
3	\$12,972	\$14,279	\$15,770	\$35,987
4	\$13,297	\$14,642	\$16,164	\$36,887
5	\$13,629	\$15,026	\$16,568	\$37,809
6	\$13,970	\$15,410	\$16,983	\$38,754
7	\$14,319	\$15,795	\$17,407	\$39,723
8	\$14,677	\$16,190	\$17,842	\$40,716
9	\$15,043	\$16,595	\$18,288	\$41,734
10	\$15,420	\$17,008	\$18,746	\$42,777
11	\$15,806	\$17,427	\$19,214	\$43,847
12	\$16,200	\$17,863	\$19,695	\$44,943
13	\$16,605	\$18,309	\$20,187	\$46,067
14	\$17,021	\$18,767	\$20,692	\$47,218
15	\$17,446	\$19,236	\$21,209	\$48,399
16	\$17,882	\$19,730	\$21,739	\$49,609
17	\$18,329	\$20,209	\$22,283	\$50,849
18	\$18,788	\$20,714	\$22,840	\$52,120
19	\$19,257	\$21,232	\$23,411	\$53,423
20	\$19,739	\$21,763	\$23,996	\$54,759
21	\$20,232	\$22,306	\$24,596	\$56,128
22	\$20,738	\$22,864	\$25,211	\$57,531
23	\$21,256	\$23,436	\$25,841	\$58,969
24	\$21,788	\$24,022	\$26,487	\$60,443
25	\$22,333	\$24,623	\$27,149	\$61,955

**MAINTENANCE SALARY SCHEDULE
FISCAL YEAR 2018-19**

STEP	MECHANIC HELPER, MAINTENANCE WORKER, LANDSCAPE WORKER	ELECTRICIAN, CARPENTER, PLUMBER, A / C MECHANIC	MAINTENANCE SPECIALIST
	PAY GRADE 8	PAY GRADE 15	PAY GRADE 24
1	\$19,153	\$27,068	\$42,028
2	\$19,665	\$27,744	\$43,079
3	\$20,177	\$28,438	\$44,155
4	\$20,690	\$29,149	\$45,259
5	\$21,232	\$29,877	\$46,391
6	\$21,775	\$30,624	\$47,551
7	\$22,319	\$31,390	\$48,739
8	\$22,877	\$32,175	\$49,958
9	\$23,449	\$32,979	\$51,207
10	\$24,033	\$33,804	\$52,487
11	\$24,625	\$34,649	\$53,799
12	\$25,241	\$35,515	\$55,144
13	\$25,872	\$36,403	\$56,523
14	\$26,518	\$37,313	\$57,936
15	\$27,181	\$38,246	\$59,384
16	\$27,880	\$39,202	\$60,869
17	\$28,556	\$40,182	\$62,391
18	\$29,270	\$41,186	\$63,950
19	\$30,002	\$42,216	\$65,549
20	\$30,752	\$43,272	\$67,188
21	\$31,520	\$44,353	\$68,868
22	\$32,308	\$45,462	\$70,589
23	\$33,116	\$46,599	\$72,354
24	\$33,944	\$47,764	\$74,163
25	\$34,793	\$48,958	\$76,017

ALL EMPLOYEES ON THIS SALARY SCHEDULE WORK 260 DAYS & 8 HOURS PER DAY

**UNION COUNTY SCHOOL DISTRICT
TRANSPORTATION SALARY SCHEDULE**

FISCAL YEAR 2018-19

STEP	BUS DRIVER 180 DAYS / 4.5 HRS. PAY GRADE 13	BUS DRIVER 180 DAYS / 5.5 HRS. PAY GRADE 13	BUS MECHANIC 260 DAYS / 8 HRS. PAY GRADE 14	TRANSPORTATION SPECIALIST 260 DAYS / 8 HRS. PAY GRADE 17
1	\$9,720	\$11,880	\$25,778	\$29,841
2	\$9,963	\$12,177	\$26,423	\$30,587
3	\$10,247	\$12,524	\$27,083	\$31,352
4	\$10,554	\$12,900	\$27,760	\$32,136
5	\$10,814	\$13,217	\$28,454	\$32,939
6	\$11,089	\$13,553	\$29,166	\$33,763
7	\$11,364	\$13,890	\$29,895	\$34,607
8	\$11,648	\$14,236	\$30,642	\$35,472
9	\$11,939	\$14,593	\$31,408	\$36,359
10	\$12,239	\$14,959	\$32,194	\$37,268
11	\$12,547	\$15,335	\$32,998	\$38,199
12	\$12,863	\$15,721	\$33,823	\$39,154
13	\$13,179	\$16,107	\$34,669	\$40,133
14	\$13,511	\$16,513	\$35,536	\$41,136
15	\$13,843	\$16,919	\$36,424	\$42,165
16	\$14,191	\$17,345	\$37,335	\$43,219
17	\$14,548	\$17,780	\$38,268	\$44,299
18	\$14,912	\$18,226	\$39,225	\$45,407
19	\$15,285	\$18,681	\$40,205	\$46,542
20	\$15,665	\$19,147	\$41,211	\$47,706
21	\$16,054	\$19,622	\$42,241	\$48,898
22	\$16,459	\$20,117	\$43,297	\$50,121
23	\$16,872	\$20,622	\$44,379	\$51,374
24	\$17,294	\$21,137	\$45,489	\$52,658
25	\$17,699	\$21,632	\$46,626	\$53,975

**Bus Driver Trainer/Safety Specialist position paid at Paygrade 13 rate.

**UNION COUNTY SCHOOL DISTRICT
THERAPIST SALARY SCHEDULE
FISCAL YEAR 2018-19**

STEP	Case Manager 196 Day 7.5 hr/Day	Mental Health Counselor I, Speech Therapist 196 Day 7.5 hr/Day	Occupational Therapist, Mental Health Counselor II 196 Day 7.5 hr/Day
1	29,702	36,150	53,425
2	30,445	36,757	54,323
3	31,206	37,374	55,235
4	31,986	38,002	56,163
5	32,786	38,641	57,107
6	33,606	39,290	58,066
7	34,445	39,950	59,036
8	35,307	40,621	60,022
9	36,190	41,304	61,024
10	37,094	41,998	62,034
11	38,021	42,703	63,076
12	38,972	43,420	64,136
13	39,947	44,150	65,213
14	40,945	44,889	66,309
15	41,969	45,607	67,423
16	43,018	46,337	68,556
17	44,094	47,080	69,707
18	45,195	47,834	70,878
19	46,325	48,599	72,069
20	47,484	49,376	73,280
21	48,671	50,167	74,511
22	49,887	50,969	75,763
23	51,135	51,785	77,036
24	52,413	52,613	78,330
25	53,724	53,455	79,646
26		54,310	
27		55,179	
28		56,062	
29		56,959	
30		57,871	

**FOOTNOTES TO 2018-19
SALARY SCHEDULES
(Effective 1/1/2019)**

1. Each Salary Schedule is comprised of like classifications of staff. The salary value in each cell is an annual amount. In most cases the schedule has a footnote at the bottom of the scale stating the number of days and hours worked by staff paid from that schedule, or the headings of specific columns identify days and hours worked.
2. An employee administratively assigned to a lower position in a different job title subsequent to July 01, will remain at his previously held pay level for the remainder of the contract year.
3. When an employee voluntarily accepts a position during the year in a lesser job, the employee will be placed on a step closest to but not more than his current salary for the remainder of that fiscal year.
4. Each year of administrative experience will be considered if more than one-half the total number of days was as a full-time administrator. There is not a one-to-one relationship between years of experience and step placement.
5. Teaching personnel employed in an administrative/career service position for the **2017-2018** school year shall be approved by the School Board and placed on the appropriate level assigned to that position and on the step placement as follows:
 - a. Determine the daily rate of pay that the individual would have received as a classroom teacher in **2018-2019**;
 - b. Multiply that daily rate by the number of work days established by the new position;
 - c. Locate a salary on the schedule for the new position that is closest to, but not less than, the product derived in step b; and
 - d. Place the individual on the new schedule at that point.
6. The first step in a salary schedule is considered the normal appointment or entry rate for employees with no experience. To be competitive or when the applicant's training experience or other qualifications are substantially above those required for entry level into the position, starting salaries above the entry rate shall be determined by the Superintendent, not to exceed Step 3. Starting salaries above Step 3 shall be determined by the School Board of Union County.
7. Overtime pay for career service employees will be paid only when the employee works in excess of forty (40) hours per week in a single job classification. If eligible employees work overtime, pay will be computed at time and one-half. For purposes of overtime compensation, the work week will be defined as 12:01 a.m. Saturday through 12 midnight Friday.
8. A uniform allowance of \$125 per fiscal year will be budgeted to purchase uniforms for bus drivers. The prescribed uniform must be worn each day.

9. A uniform exchange/rental service may be provided to custodial, maintenance/operations, lunchroom personnel, and other transportation employees. This uniform must be worn each day.
10. Teachers who attend workshop activities when school is not in session, will be paid \$20.00 per hour. Career Service participants may be paid \$8.46 per hour. These rates do not include travel time.
11. Regular personnel employed on less than a 12-month basis who are appointed for summer work shall be paid their regularly hourly rate of the school year just completed.
12. Vacation and 12-month holiday benefits do not apply to personnel employed on less than a 12-month basis. Specific holidays are shown on the payroll calendar.
13. The Board will contribute **\$5,300.00** per year toward medical insurance coverage of all full-time employees. Bargaining unit employees will be as specified in the collective bargaining agreement. The Board will purchase a long-term disability plan and a base life insurance of at least \$25,000 for all board employees and constitutional officers.
14. Bus Drivers will be paid for a minimum of 4.5 hours per day to a maximum of 5.5 hours per day for 180 days.
15. Substitute bus drivers will be paid at the rate of \$9.71 per hour. Substitute custodians, food service, maintenance, teacher aides, daycare aides and clerical will be paid Federal/State minimum wage.
16. Bus drivers for extra-curricular trips will be paid their regular hourly rate. Driving time shall be limited to eight (8) hours per day except when specifically authorized by the transportation supervisor.

Regular bus drivers assigned extra-curricular trips will be approved for Temporary Duty Leave and paid for their regular work day plus their regular hourly rate for the next eight (8) hours.

17. Substitute teachers with a Doctorate Degree will receive \$12.50 per hour
Substitute teachers with a Specialist Degree will receive \$11.00 per hour
Substitute teachers with a Masters Degree will receive \$10.50 per hour
Substitute teachers with a Bachelors Degree will receive \$9.50 per hour
Substitute teachers with a AA or AS Degree will receive \$8.55 per hour
Substitute teachers with a High School Diploma and less than a two-year degree, will receive \$ 8.46 per hour

ALL substitutes must be certified.

18. The regular work schedule for Teacher Aides will be the same as instructional personnel.
19. Instructional employees appointed for twelve (12) months will have their salary computed by prorating their 196-day salary over 260 days.
20. Salaries for personnel employed in specifically funded projects will be included in the project plans

when approved by the Board. Salaries approved in special projects will amend the salary schedule for **2018-2019**.

21. Career Service or Administrative personnel with an earned Doctorate Degree from an accredited institution shall be compensated \$1,500.
22. The School Board's negotiating team, comprised of two District Administrators selected by the Superintendent and approved by the Board will be compensated a total of \$3000. (\$1500 each)
23. If a Career Service employee's job classification changed from **2017-2018**, the employee's salary will be calculated by finding the salary closest to, but not over, the employee's **2017-2018** salary on the 2018-2019 salary schedule in the new job classification and adding one (1) step. If a Career Service employee's job title has been upgraded, the employee will be eligible for one (1) additional step.
24. Teacher Aides with college credits or those who have passed the Paraprofessional Test, will receive the following supplemental compensation annually upon completion of the following requirements:

15 - 30 Semester Hours	\$400.00
31 Hours - AA or AS Degree	\$800.00
Bachelor's Degree	\$1,000.00
Passing Grade on Paraprofessional Exam	\$600.00

25. The Career Service Employee of the Year will be paid as follows:

Union County High School	\$100.00
Lake Butler Middle School	\$100.00
Lake Butler Elementary School	\$100.00
Transportation Department	\$100.00
Maintenance Department	\$100.00
District Office	\$100.00
Tiger's Den	\$100.00

26. The School Board of Union County will comply with all federal and state regulations concerning minimum wage. Upon federal/state minimum wage rate changes salary rates will be adjusted to comply. Changes necessitated by minimum wage rates will be reported to the Board for informational purposes.
27. Upon recommendation of the Food Service Specialist, one food service employee at each school will be compensated \$750.00 for additional inventory responsibilities.
28. Long-term Certificated Substitute Teachers:
 1. A long-term certificated substitute teacher refers to a substitute teacher that has a valid DOE certificate and or statement of eligibility.
 2. If a teaching position is determined to be vacant for a minimum of 10 instructional days, the administrator may employ a long-term certificated substitute teacher.
 3. A long-term certificated substitute teacher will be compensated at the then current pay grade of a starting teacher with a Bachelors degree and no experience.

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4. Any deviation from the pay grade referenced above is at the sole discretion of the Board.

29. Districtwide Supplements will be paid at the following values

LBES Safety Patrol Coordinator/Sponsor(2) \$1,500.00 annually

UCHS Sound System Operator - \$25.00 per hour (For operation during facility rental events. Fee charged to renter of facility.)

30. Beginning 7/1/10 (2010-2011) fiscal year, employees who terminated from the Florida Retirement System DROP program and have been reemployed, will be placed on the pay grade and step they were on when exiting the DROP and have this salary reduced by 10 percent. Instructional personnel that have completed 5 years in the DROP and have extended their contract beyond the normal five years, as provided by the Florida Statutes, will have their salary reduced by 10 percent. Employees that have exited the DROP and rehired in a different position and allowed their total years of experience in the new position will have their salary reduced by 10 percent. Employees hired into the District that have exited the DROP program elsewhere and were allowed to bring in years of experience will have their salary reduced by 10 percent.

31. Beginning 7/1/11 (2011-2012) fiscal year, employees who have ceased employment through the FRS DROP program or have completed five (5) years in the DROP program and are extending their contract beyond five years and are currently employed or hired by the District will begin at years of experience step zero (0).

new hire for the years equal to number of years the District had a salary freeze for employees (all staff) in a fiscal year. (7/1/09-6/30/10 = no salary increase; 7/1/13-6/30/14=no step given to instructional \$ added ; 14/15 no step for instructional or noninstructional, instructional placed on new schedule)Non-Instructional & Admin 1 step on same schedule for 13/14.

33. Upon ratification of the UCTO contract and closing of negotiations the Board may offer additional compensation to all non-instructional, career service, or administrative staff in the form of, but not limited to: nonrecurring bonuses; supplements; and cost of living adjustments to commensurate all employees salary

34. CAPE (SB 850) - The bill includes significant changes to the CAPE Act including the Industry Certification Funding List and the FEFP calculations. Allows for funding of certifications earned by elementary, middle, and high school students; Required teacher bonuses to be paid for all types of certifications with the exception of the CAPE Digital Tool certificates; For GPA calculation, a grade in a course that is level 3 or above and leads to an industry certification must be weighted the same as a grade in an honors course.

- a.) A bonus in the amount of \$25 for each student taught by a teacher who provided instruction in a course that led to the attainment of a CAPE industry certification on the CAPE Industry Certification Funding List with a
- b.) A bonus in the amount of \$50 for each student taught by a teacher who provided instruction in a course that led to the attainment of a CAPE industry certification on the CAPE Industry Certification Funding List with a weight of 0.2, 0.3, 0.5, and 1.0.
- c.) Such amounts shall not exceed \$2,000.

35. The District will pay an allowance in the amount of \$80.00 once per 24 month period to all board full-time and substitute school bus drivers to offset the cost of the physical examination, in accordance CFR s.391.41(b), and evidenced by the Medical Examiners Certificate (Form MCSA-58760 and given by a medical examiner, registered with the National Registry of Certified Medical Examiners, Pursuant to 49 CFR s.391.43 The allowance will be paid to the driver in the quarter prior to the expiration of the current physical. Not obtaining a required physical examination is prohibited, separating service from the district within one year from payment of the allowance will result in repayment of the prorated allowance to the district.

36. The Food Service Fund will compensate contracted Food Service employees who become Serve Safe Certified a \$1,000 one-time supplement payable in each paycheck through the fiscal period. (For example: An employee received the certification during the summer and is eligible to receive the supplement payable in 20 checks = \$50 per pay period.)

37. The Food Service Fund designates \$5,000 at each of the (3) cafeteria locations to be paid to each Food Service Managers as an annual supplement to contract.

38. The Food Service Fund will compensate a Food Service Department employee who receives their Associate of Arts (AA) degree or Bachelor of Arts (BA) degree a one time supplement of \$500 for AA and \$1,000 for BA.

39. District cellular telephone allowances will be paid to District Administrative and Technology Department employees at the rate of \$60/month annually. District cellular telephone allowances will be paid to District Transportation Specialist, Food Service Specialist, Mental Health Professionals (Counselor and Case Manager), and Specialty Level (PG15) Maintenance employees at the rate of \$30/month annually. This is a taxable employee allowance.